



Reemployment as a Volunteer with a Participating Employer

Who is a volunteer?

A volunteer is someone who freely and without pressure or coercion performs hours of service for an agency participating in one (1) of the systems administered by KRS without receipt of compensation for services rendered, except for reimbursement of actual expenses, payment of a nominal fee to offset the costs of performing the voluntary services, or both. Nominal fees cannot exceed \$500 per month. If a member volunteers for more than one participating employer, all compensation will be added together to determine whether it exceeds the \$500 per month limit.

Volunteer rules:

By law, a member cannot volunteer for a participating employer if he or she previously earned creditable compensation from that agency and would receive reimbursement of actual expenses or a nominal fee from that agency. Members may not become an employee, leased employee, or independent contractor of the agency for which he or she is performing volunteer services for a period of at least twenty-four (24) months following the retired member's most recent retirement date. Volunteers are not required to have a break in service and do not have to wait three months from their effective retirement date to begin volunteering. However, if a member providing volunteer services with a participating agency violates any of the volunteer provisions in statute, then the member shall be deemed an employee of the agency as of the date he or she began providing volunteer services. If this occurs, the member's retirement will be voided if a prearranged agreement existed or if there was not a proper break in service and the member will be required to repay all retirement allowances, dependent child payments, and health plan premiums paid by KRS.

Within twelve (12) months of retirement:

If a retired member seeks employment as a Volunteer with a participating employer *within* twelve (12) months of his or her effective retirement date, both the member and participating employer must notify KRS by submitting the necessary forms.

Reemployment Process:

It is important to note that this process has two components: (1) retired member requirements and (2) participating employer requirements.

1. The retiree is required to report this arrangement to KRS by submitting a [Form 6754](#), "Member Reemployment Certification."
2. The participating employer must also certify this arrangement by submitting a [Form 6753](#), "Employer Certification of Volunteer" to KRS.



Employer Reporting, Compliance & Education

Final Determination:

By law, KRS must issue a final determination regarding the member's reemployment status no later than thirty (30) days from receipt of the required form(s) and any additional information requested. The final determination letter will be mailed directly to the member at the last known address on file with KRS.

After twelve (12) months of retirement:

The retired member is not required to notify Kentucky Retirement Systems of any post-retirement volunteering with a participating employer that is accepted after twelve (12) months following his or her retirement date. However, the participating employer is still required to include the retiree on the volunteer audit verification form sent out by ERCE regardless of when the volunteer position is accepted by the retired member.

Employer reporting of a reemployed Volunteer:

If KRS determines the retiree meets the criteria of a volunteer, and a final determination has been issued in this regard, this retiree does not need to be submitted on the monthly retirement report.